

Executive Registry
76-5128/3

DD/A Registry
76-4934

28 SEP 1976

DD/A Registry
File 04M-9

MEMORANDUM FOR: Director of Personnel
SUBJECT: Minority Employment in Excess of Ceiling
REFERENCE: DDA Memo to DCI, dtd. 10 June 1975, Same Subject

I endorse fully the concept approved by the former DCI in the referent memorandum. It is important that all of the recently designated Coordinators for Minority Employment be aware of your authority to allow operating officials to temporarily exceed ceiling in order to hire qualified minority applicants who otherwise could not be employed. I ask that you forward a copy of the referent memorandum to each of the Coordinators and advise them of my endorsement of this approach as one means of improving our minority employment posture.

STATINTL

[Redacted Signature Box]

E. H. Knoche
Deputy Director

13 JUL 1975

REFERENCE

MEMORANDUM FOR: Director of Central Intelligence

FROM : Deputy Director for Administration

SUBJECT : Minority Employment in Excess of Ceiling

1. Action Requested: It is requested that you delegate to the Director of Personnel authority to allow the head of an operating component to temporarily exceed ceiling in those cases where qualified minority applicants could not otherwise be employed.

2. Basic Data or Background: We have noticed in the last two months that qualified minority applicants are being "rejected" by components because of ceiling restrictions. Included are individuals with rather impressive credentials and young black liberal arts graduates from good schools who have a good grade point average. Six months ago they would have been seriously considered for employment, and many would undoubtedly have been put in process. We hope this situation will prove temporary. Under the new combined staff and contract manpower ceiling which will become effective 1 July 1975, there may be some room to maneuver. We are mindful, however, of the fact that qualified minority applicants are a "perishable" commodity because they usually have a choice of several good job offers. The chances are slim of recovering good applicants who have been rejected earlier.

Before a minority applicant is rejected, the file is reviewed one last time by the Director of Personnel. It is at this point that comments reflecting component interest "but for ceiling restrictions" can be noted. Several such cases have been noted recently. We believe it would be in the best interests of the Agency to hire such qualified minority applicants. It is imperative that we remove as many technical impediments to our EEO Program as possible, and component ceiling fits in this category.

I talked with John McMahon about this. He agrees:

- ① No over-riding or 30 Day without special action pending Committee
- ② Component must remain within ceiling as matter of principle

3. Recommendation: We propose that the Director of Personnel be authorized to allow an operating component to temporarily exceed its ceiling in those situations where they have expressed a hiring interest in a qualified minority applicant but can proceed no further because of ceiling limitations. In such cases, the Director of Personnel will stress the obligation of a component to absorb the applicant within ceiling as soon as possible. Inherent in this recommendation is the possibility that a component hiring minority applicants under such conditions could, in fact, be over ceiling at the end of the fiscal year. We should also be aware that this course of action could be criticized as a conscious program of reverse discrimination. We feel, however, these risks are worth taking in our aggressive pursuit of affirmative action commitments.

/s/ John F. Blake
John F. Blake
Deputy Director
for
Administration

ILLEGIB

APPROVED

/s/ W. E. Colby

10 JUN 1975

Director of Central Intelligence

Date

Distribution:

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3	Registry		
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Remarks:

For your information, we received the original of Mr. Knoche's memo direct from his office.

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FROM: NAME, ADDRESS AND PHONE NO.

Director of Personnel

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